



U.S. General Services Administration



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The Internet address for GSA Advantage! is: <http://www.gsaaadvantage.gov>

**General Services Administration
Federal Supply Service
General Purpose Commercial
Information Technology Equipment,
Software, And Services
Schedule 70**

CONTRACT NUMBER:
GS-35F-500CA

Period Covered by Contract:
September 21, 2015 - September 20, 2020

American Systems Corporation

**14151 Park Meadow Drive, Suite 500
Chantilly, VA 20151
Phone: 703.968.6300
Fax: 703.968.5151**

www.americansystems.com

General Services Administration
Management Services Center Acquisition Division
Supplement #PS-0005, dated August 25, 2016

Business Size: **Other than Small**
DUNS: **077799799**

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at
<http://www.fss.gsa.gov>.

GSA AWARDED TERMS AND CONDITIONS AMERICAN SYSTEMS CORPORATION

- 1a. **TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)**
- SIN: 132-51** – Information Technology (IT) Professional Services
SIN: 132-56 – Health Information Technology Services
SIN: 132-62 – Homeland Security Presidential Directive (HSPD-12) Product and Service Components
- 1b. **LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:** See attached GSA awarded Pricelist
- 1c. **HOURLY RATES (Services only):** See attached GSA Awarded Pricelist
2. **MAXIMUM ORDER*:**
SIN: 132-51: \$500,000
SIN: 132-56: \$500,000
SIN: 132-62: \$1,000,000
- *If the “best value” selection places your order over this Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contractor for a better price. The contractor may (1) offer a new price for this requirement; (2) offer the lowest price available under this contract; or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the Schedule contract in accordance with FAR 8.404
3. **MINIMUM ORDER:** \$100
4. **GEOGRAPHIC COVERAGE:** Domestic 48 Contiguous States, District of Columbia, Alaska, Hawaii, Puerto Rico, and Overseas Coverage
5. **POINT(S) OF PRODUCTION:** US
AMERICAN SYSTEMS
14151 Park Meadow Drive, Suite 500
Chantilly, VA 20151-2272
Phone: 703.968.6300
Fax: 703.968.5151
6. **DISCOUNT FROM LIST PRICES:** Refer to attached Awarded Pricelist
7. **QUANTITY DISCOUNT(S):** None
8. **PROMPT PAYMENT TERMS:** 0%, Net 30 Days
- 9a. Government purchase cards **are accepted** at or below the micro-purchase threshold
- 9b. Government purchase cards **are not accepted** above the micro-purchase threshold
10. **FOREIGN ITEMS:** N/A
- 11a. **TIME OF DELIVERY:** To be negotiated at the task order level
- 11b. **EXPEDITED DELIVERY:** To be negotiated at the task order level

- 11c. **OVERNIGHT AND 2-DAY DELIVERY:** To be negotiated at the task order level
- 11d. **URGENT REQUIREMENTS:** To be negotiated at the task order level
12. **FOB POINT:** Destination
- 13a. **ORDERING ADDRESS:** Same as company address
AMERICAN SYSTEMS
14151 Park Meadow Drive, Suite 500
Chantilly, VA 20151-2272
Phone: 703.968.6300
Fax: 703.968.5151
- 13b. **ORDERING PROCEDURES:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in FAR 8.405-3
14. **PAYMENT ADDRESS:** Same as company address
15. **WARRANTY PROVISION:** N/A
16. **EXPORT PACKING CHARGES:** N/A
17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:**
Accepted at or below the micro-purchase threshold
18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (if applicable):** N/A
19. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A
20. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** N/A
- 20a. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE):** N/A
21. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A
22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A
23. **PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A
- 24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A
- 24b. **Section 508 Compliance for EIT:** If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following: www.americansystems.com
- The EIT standard can be found at: www.Section508.gov/.
25. **DUNS NUMBER:** 077799799
26. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Active

GENERAL TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)
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1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

- (1) Cancel the stop-work order; or
 - (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
 - (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
 - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.
- c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.
- d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

The Inspection of Services–Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (JAN 1986) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – May 2003) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Services.

9. INDEPENDENT CONTRACTOR

All IT Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

- b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT/EC services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003)) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
 - (1) The offeror;
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT SERVICES AND PRICING

See attached Special Item Number (SIN) 132-51 – Professional Information Technology Services Labor Descriptions

IT SYSTEMS DEVELOPMENT SERVICES (FPDS Code D302)

- Project Planning and Management
- Strategic Planning for Technology Programs/Activities
- Acquisition and Life Cycle Management
- Concept Development and Requirements Definition
- Technical Requests For Proposal (RFP) Development
- Technical Staff Support
- Requirements Management
- Configuration Management
- Risk Management
- System Design, Engineering and Integration
- Software Design, Engineering and Integration
- Quality Assurance
- Verification & Validation (V&V)
- Independent Verification and Validation (IV&V)
- Test Planning and Monitoring
- Test and Evaluation
- Integrated Logistics Support
- COTS/GOTS Product Evaluation and Selection
- Product Compliance Studies and Assessments
- Training

IT SYSTEMS ANALYSIS SERVICES (FPDS Code D306)

- System Analysis and Design
- System Design/Specifications Support
- IT Planning, Studies and Assessments
- Facilities Support for IT Planning
- Requirements Analysis
- IT Architecture Analysis, Design and Evaluation
- Performance Measurement Analysis
- Product Reliability and Maintainability Studies
- Quality Assurance
- Verification & Validation (V&V)
- Independent Verification and Validation (IV&V)
- Technical Trade-off Studies and Market Surveys
- System Safety
- System Security
- System Interface Analysis
- Project Evaluation Staff Support
- Earned Value Analysis Studies
- Business Case Analysis
- Training
- Facilitation Support

OTHER INFORMATION TECHNOLOGY SERVICES, NOT ELSEWHERE CLASSIFIED (FPDS Code D399)

- Program Management
- Project Office Staff Support
- Risk Management
- Requirements Management
- Project Planning, Scheduling and Work Breakdown Structure (WBS)
- Metrics Planning and Tracking
- Earned Value Management
- Configuration Management
- Quality Management
- Program Risk Assessments
- Performance Measurement Analysis
- Technical Group Facilitation
- Project Management Education and Training Services
- Test Management
- Independent Assessments (Organizational, Technical and Managerial)
- IT Strategic Planning

<p style="text-align: center;">AMERICAN SYSTEMS TERMS AND CONDITIONS APPLICABLE TO IT PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)</p>
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1. ORDER

Agencies may use written orders, EDI orders, credit card orders, blanket purchase orders, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Orders shall not extend beyond the end of the contract period.

2. TYPE OF CONTRACT

Orders for services may be in the form of Firm-fixed Price task orders or Time and Material (T&M) task orders with fixed labor hours as delineated in our price proposal.

3. ORDERING PROCEDURES AND PROCESS

The ordering activity should provide AMERICAN SYSTEMS with a detailed Statement of Work (SOW) and request for cost estimate. The SOW should clearly indicate the following:

- A description of the specific work required.
- Period of performance.
- Deliverables.
- Acceptance criteria.
- Any other pertinent information.

AMERICAN SYSTEMS shall, within a mutually agreed upon time, typically ten working days, provide the ordering officer with a price estimate based upon the established rates contained in the schedule. The price estimate may include the following:

- The total hours and price for labor.
- Overtime hours for any nonexempt labor categories identified in paragraph F, if required and authorized.
- Proposed completion or delivery date.
- Milestone requirements for invoicing under fixed price orders.
- Local and long distance travel costs (including travel, lodging, per diem and other incidentals).
- Total order price.

4. HOURS

Services are normally performed during the customer's normal prime shift working hours when services are performed at the customer site. Labor rates are based on an eight-hour work day, forty-hour work week, Monday through Friday, excluding Government holidays.

5. LOCAL TRAVEL CHARGES

For assignments of any duration within a 50-mile radius of an AMERICAN SYSTEMS office, mileage to and from the work site will be reimbursed at the current Federally approved mileage rate. Local travel charges also include parking fees, tolls and other related expenses.

6. LONG DISTANCE TRAVEL CHARGES

For travel outside the local travel area, long distance travel costs (travel, lodging, per diem, and other incidentals) will be reimbursed in accordance with the Joint Travel Regulations (JTR) guidelines in effect at the time the travel occurs.

7. TRAVEL TIME

Travel time spent by AMERICAN SYSTEMS personnel in transit to a work location beyond a 50-mile radius of the AMERICAN SYSTEMS office is considered billable hours. For exempt employees this is not to exceed eight hours per

day to or from the work location. For non-exempt employees the billable hours will be the actual hours in transit. AMERICAN SYSTEMS agrees to use the most reasonable means of transportation in such cases.

8. SERVICES PERFORMED AT GOVERNMENT LOCATIONS

For services performed at Government locations, AMERICAN SYSTEMS assumes that the Government is willing to furnish appropriate work areas, storage space, parking, permits, and access to copiers, telephones, and workstations as may be required.

9. INVOICES AND PAYMENT

Invoices for IT Professional Services shall be submitted by the contractor as soon as possible after completion of the work. Payment under blanket purchase orders will be made quarterly or monthly, except where cash payment procedures are used. Invoices shall be submitted separately to each ordering activity ordering services under the contract. PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

For T&M orders with a period of performance exceeding thirty (30) days, AMERICAN SYSTEMS will invoice monthly for hours worked the previous month. For Fixed Price orders, AMERICAN SYSTEMS will invoice monthly or upon the completion of agreed upon milestone(s).

10. PERSONNEL SECURITY REQUIREMENTS

Requirements which specify the use of contractor personnel with unique and/or high level security clearances (i.e., top secret, special accesses, life style polygraph, etc.) will necessitate that a premium be applied to the labor rates specified herein. In no case shall the total of the premiums applied exceed the requirements specified in Section 1, Information to Ordering Activities, Paragraph 14, "Contractor Tasks/Special Requirements (C-FSS-370) (NOV 2001)," for each delivery order.

**TERMS AND CONDITIONS APPLICABLE TO
HEALTH INFORMATION TECHNOLOGY (IT) SERVICES
(SPECIAL ITEM NUMBER 132-56)**

Vendor suitability for offering services through the new Health IT SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- Health Information Technology for Economic and Clinical Health Act of 2009 (HITECH)
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- National Institute of Standards and Technology (NIST) Federal Information Processing Standards (FIPS) and Special Publications
- Federal Information Security Management Act (FISMA) of 2002

1. SCOPE

- a. The labor categories, prices, terms and conditions stated under Special Item Number 132-56 Health Information Technology Services apply exclusively to Health IT Services within the scope of this Information Technology Schedule.
- b. This SIN is limited to Health IT Services only. Software and hardware products are out of scope. Hardware and software can be acquired through different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8).
- c. This SIN provides ordering activities with access to Health IT services.
- d. Health IT Services provided under this SIN shall comply with all Healthcare certifications and industry standards as applicable at the task order level.
- e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

- a. Agencies may use written orders, Electronic Data Interchange (EDI) orders, Blanket Purchase Agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

3. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of Health IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS --COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I - OCT 2008) (DEVIATION I - FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data - General, may apply.

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Health IT Services.

7. INDEPENDENT CONTRACTOR

All Health IT Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

8. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Health IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

10. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

11. INCIDENTAL SUPPORT COSTS

Incidental support costs are not considered part of the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

12. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

13. DESCRIPTION OF HEALTH IT SERVICES AND PRICING

- a. The Contractor shall provide a description of each type of Health IT Service offered under Special Item Numbers 132-56 Health IT Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
- b. Pricing for all Health IT Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE: Commercial Job Title: Health IT Subject Matter Expert

Minimum Experience: Ten (10) years.

Functional Responsibilities: Significant information technology consulting and clinical information system strategy and implementation experience. Experienced in client engagements representing a wide array of activities, related to professional information technology projects, in a healthcare/clinical environment, including strategic planning related to information technology systems and/or software, governance, process design/redesign, clinical content development, and communications and training strategies for information technology solutions.

Minimum Education: Medical Doctor or Doctor of Osteopathic Medicine.

**TERMS AND CONDITIONS APPLICABLE TO
AUTHENTICATION PRODUCTS AND SERVICES
(SPECIAL ITEM NUMBER 132-62)**

1. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering authentication products and services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.
- c. When placing an order, ordering activities may deal directly with the contractor or ordering activities may send the requirement to the Program Management Office to receive assisted services for a fee.

2. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of the Services under SIN 132-62 must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

3. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either:
 - (1) Cancel the stop-work order; or
 - (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if:
 - (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
 - (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided that if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

- c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.
- d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

4. INSPECTION OF SERVICES

The Inspection of Services–Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (MAY 2001) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

5. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite services.

6. INDEPENDENT CONTRACTOR

All services performed by the Contractor under the terms of this contract shall be an independent Contractor, and not as an agent or employee of the ordering activity.

7. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

- b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

8. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for products and/or services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

9. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under

Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract.

11. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

12. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

13. DESCRIPTION OF AUTHENTICATION PRODUCTS, SERVICES AND PRICING

See attached awarded *Special Item Number (SIN) 132-62 HSPD-12 labor categories pricing*

AMERICAN SYSTEMS CORPORATE OVERVIEW

AMERICAN SYSTEMS delivers exceptional, systems engineering, technical, and outsourcing services to government and private sector customers. Within the government sector, our focus is on Command, Control, Communications, Computer, Intelligence, Surveillance, and Reconnaissance (C4ISR); Acquisition and Logistics; Readiness; National Security; and Citizen Safety. The six core service areas of AMERICAN SYSTEMS are: Consulting Services; Professional, Technical, and IT Services; Custom Solutions; Business Process Outsourcing; Staff Augmentation; and Design and Installation Services.

Consulting Services

With services in leading-edge technology strategy, process improvement, security, identity management, and compliance, we solve the challenges inherent in controlling and managing information and protecting corporate assets. We start in the security domain and offer enterprise-class services that remove today's biggest hurdles. From that core, we move into applications and tackle process, architecture, and optimization. Our approach to enterprise consulting means our customers get the best of all worlds—technology subject matter specialists, market leadership, and focused services.

Professional, Technical, and IT Services

Our professional management and engineering services ensure successful definition, execution, and completion of customer programs. Our subject matter expertise supports customers with systems, hardware, and software engineering; program management; finance; logistics; and risk assessment. Our services include needs analysis, requirements definition, design, rapid prototyping, installation and checkout services, IV&V, certification, and life cycle support. Many of our program managers are PMI certified, we are ISO9001:2000 registered, and our software development process has been externally appraised at SEI CMMI Maturity Level 2.

Custom Solutions

We offer custom solutions that respond to requirements across a wide spectrum of customer needs, both current and anticipated. These solutions include custom software development, customized training and training services, custom human capital solutions for acquisition, programmatic and logistic support, and specialty manufacturing solutions. Our courseware development—including interactive, computer-aided, and distance learning—and technical and soft skills training programs consistently exceed customer expectations. Our approach to these solutions follows the instructional systems development process and is Shareable Content Object Reuse Model compliant.

Business Process Outsourcing

Our business process outsourcing services support professional, technical, administrative, and clerical task requirements. Services include a full range of personnel sourcing at customer sites, including inside and outside plant infrastructure systems installation, operations and maintenance, call center and help desk operations, supply support and inventory management, and such office administration functions as mail and courier, clerical, human resources, billing, and specialized consulting services. Available internationally, our services support operations both on and off customer sites and facilities.

Staff Augmentation

For more than thirty years, we have delivered the professional, technical, and administrative talent needed to reduce costs, increase flexibility and responsiveness, and get the job done right the first time. We have the performance qualifications, technical skills, and personnel to meet all customer expertise and experience requirements. Our people help customers develop personnel support roadmaps and plans for the future. We understand the elements required to attract and retain quality personnel. The result is a stable workforce for our customers.

Design and Installation Services

We offer total turnkey support for the customer's network transport layer infrastructure, engineering, and installation requirements. Our engineering and installation services include cable, fiber optics, wireless, equipment integration, and security. Our personnel have DoD clearances at the highest levels and specialized agency clearances that include full polygraphs. Our ISO certifications and certified professionals bring customers the greatest value for their IT dollars. Our customers enjoy cost-competitive and technically complete solutions.

AMERICAN SYSTEMS IT PROFESSIONAL SERVICE AREAS

A. Program Management Services

Our corporation provides the full range of program management functions and services to support and implement information technology based programs associated with electronic data processing and information distribution systems; command and control systems; communication, C4ISR; biometric and medical systems; and simulation trainer systems. We are process-oriented and provide the tools to operate within a virtual project office environment.

Our range of services includes:

- **Program Planning and Program Implementation Management**

Our analysts provide services to perform the planning, budgeting, scheduling, monitoring, analysis, reporting, and coordination required to implement information technology based programs. We have developed processes and tools that we use to support these planning and implementation activities. The processes we use ensure consistency and uniformity in the various disciplines necessary to define, acquire, and support components, equipment, or systems throughout their life cycle. Using these structured processes, we work with customers to determine requirements and associated management planning and subsequent documentation necessary to baseline and control these requirements. We develop strategies and prepare management and implementation plans, develop life cycle cost models using Work Breakdown Structure techniques, lay out schedules using automated project management software, and prepare performance measurement criteria with which to certify the selected information technology solution. We monitor program execution against approved plans, baselines, costs, and schedules to identify baseline deviations and the causes of performance discrepancies, and recommend effective solutions to recover to the program plan.

- **Integrated Product and Process Development (IPPD)/Integrated Process Team (IPT) Implementation**

We are experienced in the establishment, planning, chartering and implementation of IPPD approaches, which is a management technique to integrate all program activities from product/system concept through production and field support to disposal. IPPD is implemented through IPTs, which allow for the collaboration of various management and technical discipline experts, operating in a concurrent engineering environment, to accomplish program objectives. We develop charters, mission statements, processes, objectives and performance measurement criteria. We offer training programs to equip IPT members to function successfully and prepare senior management to create an environment supporting successful team performance.

- **Integrated Product Design Environment (IPDE) Implementation**

We have experience in analyzing, recommending, developing/tailoring and implementing an integrated electronic design and management environment, which provides for capture, organization, analysis, management, and reporting of all information developed during program evolution. We perform analyses of requirements for distributed IPDE capabilities, which include formulating features such as "intranets", collaborative Web sites, and relational databases to support program requirements.

- **Subcontract Services and Monitoring**

When subcontractors are required to complete a project, we can identify and solicit qualified companies and perform contract/subcontract administration services to ensure the project is completed successfully and on time. We monitor the performance of contractors and subcontractors and perform invoicing services so that the customer has the convenience of dealing with only one point of contact throughout the duration of the project.

- **Quality Assurance (QA) and Quality Control**

We have a rigorous QA program and processes based on current industry standards and practices to ensure our customers receive uniform and reliable systems and services. For each project, our on-site project manager inspects and approves daily all work performed, noting discrepancies and ensuring they are corrected immediately. Our independent QA inspectors also conduct a comprehensive final inspection of the project to ensure compliance with quality objectives. We can define and implement similar programs tailored specifically for customer needs.

- **Configuration Management Planning and Implementation**

Our analysts will develop and maintain a configuration management plan that identifies all hardware, software, media, firmware, and associated documentation of the system and the procedures used to manage and control the system's configuration through the life cycle. We will provide services to support implementation of the CM program and the change evaluation and control process in accordance with the plan.

- **Configuration Management/Logistics Management Tool**

We have designed the Configuration Management, Tracking, Ordering, and Logistics (ConTrOL) database specifically to meet the rigorous requirements of configuration management associated with the procurements and life cycle support of components, equipment, and systems. ConTrOL provides template tools that track configurations and automate the logistics support ordering process. This tool facilitates the organization and tracking of the diverse information required to produce and manage a system configuration, including build-to and as-built specifications and drawings, test documentation, technical data and technical manual files, vendor and manufacturer information, material purchasing, receiving reports, equipment inventory, and program correspondence files.

- **Independent Verification and Validation (IV&V)**

Our engineers provide services to assess the effectiveness of system designs developed by other integrators/vendors by independently performing systems analyses against baseline requirements; by assisting in development of independent test planning documents, product test procedures, and test scenarios; by assisting in conduct of test activities and documentation of results; and by assisting in identification of deficiencies, redundancies, and discrepancies against an established set of user, contract, program, or functional requirements. Our IV&V programs are based on industry standards such as IEEE 1012.

- **Risk Management Process Adaptation**

We analyze the customer's environment to identify how best to implement risk management in the context of the organization's structure and culture. We then develop a Risk Management Adaptation Plan.

- **Risk Management Planning**

We assist our customers in the development of a consistent Risk Management Policy across all participating organizations, Risk Management Plans and Measures of Effectiveness, and specific instructions for implementing the policy.

- **Risk Management Training**

We offer a two-hour overview for executives, a half-day overview for project managers, a one-day course for project personnel, and a two-day "how to" course for Risk Officers.

- **Risk Assessments**

We use different assessment models depending on the role of the customer's organization. The models range from assessment of program office risk to various models that assess developers and customers.

- **Mentoring**

We provide mentors to assist project participants in the successful implementation and maintenance of an effective Risk Management Program even as project conditions change.

- **Administrative Services and Support**

To support implementation of information technology based programs, we provide the services of technical writers, data entry clerks, graphics designers, CAD operators, administrative assistants, word processors and clerical staff. Our company has internal corporate networks, reproduction facilities, graphics workstations, printers, plotters, and other capabilities needed to support proposed administrative and technical services.

B. Systems Analysis, System Engineering, Network Engineering and Design Services

Our company provides services for feasibility studies and analyses, performance assessments, system engineering, and system design for integration of information technology applications into electronic data processing and information distribution systems, command and control systems, communication, C4ISR systems, biometric and medical systems, and simulation trainer systems. These services include definition of Total Information Management requirements and resultant system architectures. Our capabilities and experience include

developing or assessing designs with the application of Fiber Distributed Data Interface (FDDI), Ethernet, Synchronous Optical Network (SONET), Asynchronous Transfer Mode (ATM), Transport Control Protocol/Internet Protocol (TCP/IP), and Integrated Services Digital Network (ISDN) technology and standards.

Our range of services includes:

- **Strategic Planning**

We work closely with the customer to identify and document the business' vision, mission, goals, and performance measures and to identify the most appropriate information technology solution to fulfill those needs.

- **Logical Planning and Integration**

Our engineers provide expert services to investigate, conceptualize, analyze and/or formulate Operational, Technical or Systems reference models, considering the context of the DoD Joint Technical Architecture (JTA) framework. We perform analyses associated with development of Operational Reference Models (ORM) that identify the set of process sub-tasks in an enterprise and their logical relationships. These process 'activity models' may be developed and documented using IDEF 0 modeling techniques. We perform analyses associated with the conceptualization of Subordinate Activity 'data models' that are developed to identify the structure, content, and logical relationships of data and information available within the enterprise activity. These 'data models' may be developed and documented using IDEF 1 modeling techniques. We perform analyses associated with development of Technical Reference Models (TRM) that identify technical migration road maps leading to incorporation of emerging information technology and protocol standards. We perform analyses associated with formulation of System Reference Models (SRM) that are developed to allocate functions and identify interfaces (physical and logical), which provide the basis for developing a performance specification.

- **Risk Assessment**

AMERICAN SYSTEMS' risk assessment process is supported by an extensive infrastructure comprised of documented and repeatable processes and proven models and tools. This process is a disciplined exercise conducted by trained professionals who independently evaluate a predetermined set of data products against known criteria.

- **System Engineering**

We provide system engineering services that encompass analysis, design, integration, installation, testing, and life-cycle support of new and upgraded computer-based systems and networking solutions. Services provided include mission and requirements analysis, operations analysis, use environments and constraints, trade-off analysis, measures of effectiveness and technical performance measurement, evaluations of the state of the art and emerging commercial technology base, program risk analysis, system standardization, system/cost estimates and life cycle cost analysis, and training and supportability requirements. Products include SEMP's and SEMs along with subordinate technical and planning documents. Our systems engineering processes, products, and services are based on industry standards such as IEEE 1220.

- **Requirements Identification, Analysis, Assessment, Documentation**

Our engineers use a structured process that includes conducting on-site client interviews to identify and examine existing/projected user system applications, surveying and assessing current information distribution and required system capabilities, determining and analyzing user network connectivity and traffic requirements; and preparing technical documentation detailing the results of our efforts and proposing recommended solutions.

- **Database Planning and Design**

Our analysts integrate the process of planning and designing databases with development of the information technology system to maximize storage, availability, and integrity of client data. We use up-to-date database development languages and environments to design and develop required databases. Our analysts conduct surveys to identify data sources, data flow, and user requirements. We develop cost-effective designs that meet user requirements, minimize redundancy, optimize data integrity, and maximize openness.

- **Transition Planning**

We can help customers define the options available to them to change from their current technical solutions to those necessary to fully support their projected future needs. Working with the client, we assist in identifying the prospective future technical environment, the impact of converting their existing technology, required resources, and a realistic schedule for implementing the desired conversion.

- **Risk Management**

AMERICAN SYSTEMS' turnkey risk management service helps our customers determine how their organization can best integrate elements of risk management into their environment. Our approach is consistent with those used by the Software Engineering Institute, the Defense Systems Management College, and other organizations.

- **System Design**

Our engineers follow a process that defines and integrates functional architectures for which system products and processes can be designed. This process includes performing functional analysis to the lower level functions required to accomplish the system performance specification requirement. We define internal and external functional interfaces and determine and allocate time requirements that are prerequisites for system functions and/or sets of functions. We conduct interactive syntheses to define system elements for each logical set of functional and performance requirements, refine physical and communications interfaces, and define system alternatives. We define and design system products and process solutions in terms of design requirements that satisfy the functional architecture, and define and integrate the system and physical (hardware and software) architecture. We prepare requisite specifications to document the design process.

- **Network Engineering**

We perform engineering associated with voice, data, video, and integrated communications systems using a variety of network topologies, architectures, equipment, and transmission media in support of government and commercial customer requirements. Our services include detailed engineering analyses addressing issues of:

- Scaling network performance to maintain and enhance the value of current network investments.
- Simplifying network administration requirements, which is the largest single expense of remote networking, to save time.
- Using Virtual Private Networks (VPN).
- Supporting multiple functions and technologies needed in diverse distribution environments.
- Providing full multiprotocol network access for users calling in from off-site locations.
- Implementing Ethernet, FDDI and ATM switching to boost performance in high-speed client/server LANs, if appropriate.
- Network security.

- **Operations and Maintenance**

The Systems Division provides an array of services to support voice telecommunications systems. We first establish user requirements and perform the logical and physical system designs to provide basic phone service as well as a wide range of business and operational features, including voice mail, direct inward dialing, enhanced 911 service, remote billing capability, and uninterrupted power. We then provide installation services, help desk services, customer business office services, and technical operation and maintenance services for the life of the system. In addition to the initial site surveys, trunking analysis, and interface with LEC and long distance carriers to procure and provision the required trunks, we perform traffic studies to identify and resolve under- and over-capacity issues relative to trunks.

- **Technical Studies and Assessments**

As necessary, we conduct a Needs Assessment Study through interviews with end users and/or other customer representatives to determine the current operating environment and to identify potential problem areas. We gather comprehensive information in regard to needs for facility security, software communications, existing/future equipment, equipment user locations, user functions, user connectivity, network traffic, transmission media, transmission facilities, and electromagnetic compatibility.

- **Capacity Planning**

We provide analysis services along with network modeling and simulation to measure and predict network use and end-to-end delay times based on mapping of work load and frequency functions to applications.

- **Classified System/Environment Services**

Our engineering and technician staff includes engineers with active top-level security clearances and extensive hands-on field experience who understand network security requires positive control of network access, including

physical, electronic (network connectivity), electromagnetic (TEMPEST), and cryptographic. Our experience includes analyzing and maintaining existing networks and designing and installing new networks, and we completely understand user access and verification requirements such as levels of access, password protection, and firewalls. We can apply and implement the DoD Information Technology Systems Certification and Accreditation Process (DITSCAP) for both small and large systems, including networks as well as entire platforms/enterprises. We are experienced in preparing Security Systems Authorization Agreements (SSAA), obtaining certification and accreditation, and obtaining Interim Approval to Operate (IATO) and Approval to Operate (ATO). We also possess the experience and expertise to design and execute certification and accreditation plans, analyses, and tests in support of designated Certification Agents.

- **Site Surveys**

We conduct comprehensive site surveys to assess existing network infrastructure and to assess the physical layout and condition of the proposed network location. We also assess facility (or shipboard) requirements such as physical structures, inter/intra-building (or compartment) distribution systems, equipment locations, civil engineering considerations such as electrical and mechanical services, and environmental and safety considerations. We also assess such implementation requirements as user points of contact, scheduling, installation restrictions, and site management factors.

- **Network Design**

Our engineers base network designs on a wide range of experience in the application of network topologies, network hardware components, and network standards as well as installation techniques. Our services include providing detailed technical documentation, specifications, and arrangement drawings. Our designs ensure quality, clarity, and adherence to current telecommunications standards and best industry practice, and we ensure that such factors as interoperability, security, reliability, maintainability, and future system expansion are addressed.

- **Component Specification**

We work with the customer to specify required components based on the customer's current and future requirements, the type of network topology, and the system architecture. Variables requiring consideration include the customer's budget, the current and future bandwidth requirements of the users, and the level of network management desired to run the network.

- **Component Selection**

Our engineers assist the customer in evaluating and selecting the many available components that perform the same function as provided by various manufacturers, consistent with the needs of the end users and the network administrator. Depending on the needs of the customer, we emphasize the flexibility and migrational capabilities of the equipment, and, because we have procurement relationships with more than 100 suppliers, we have a wide range of equipment from which to select.

- **Distribution System Design**

Our Registered Communications Distribution Designers (RCDD) and LAN Specialists, certified by the Building Industry Consulting Service International (BICSI), ensure the structured cabling/distribution system infrastructures will meet or exceed operational requirements, industry standards, and commercial practices well into the next century. BICSI (a globally recognized non-profit association of telecommunications engineers founded in 1974) conveys the RCDD designation on network engineers who repeatedly have demonstrated and proven their superior ability to provide network design services using state-of-the-art networking products and components. We employ certified RCDD engineers, many of whom have the distinction of being BICSI-certified LAN specialists.

C. Systems Development, Installation, Integration and Testing Services

AMERICAN SYSTEMS provides comprehensive services and support needed to develop, install, configure, integrate, activate, test, accept, and document information technology based systems, network systems, and IT components. Building on information gathered and documented during the analysis and design phase, we can provide fully integrated hardware and software systems that span the physical layer, including facilities and distribution system; the network layer, including local and wide area networks; and the application layer, including specialized software, database management systems, and client server applications.

Our systems development experience spans a wide variety of operational and installation environments, including commercial, institutional, government and military buildings, complexes, campuses, hospitals, and test sites; office, laboratory, and classroom settings; and shipboard and classified environments.

Our experience in delivering information technology solutions covers a wide range of applications, including command and control systems, information processing and computing systems, alarm and surveillance systems; combat and weapon systems; C4ISR systems; telecommunications systems and networks; biometric and medical systems; simulation and training systems; multimedia applications; financial and logistics support systems; and intelligence gathering and analysis systems.

The range of services that we offer includes:

- **IT Design and Development Tools**

We develop/tailor and implement information technology based system design and development tools. These services include creating and developing an Integrated Electronic Design and Management Environment (IED&ME) based on features such as “intranets”, collaborative Web sites, and relational databases.

- **Collaborative Web Site Development and Implementation**

We develop interactive collaborative Internet sites that provide a Web-based, electronic data exchange environment that is platform independent and geographically indifferent. Through a secure logon, collaborative Web sites provide multiple levels of access, allowing a single site to host many different levels of information exchange. A collaborative Web site can range from a basic site used to simply relay information, to an advanced site with features such as application sharing, e-mail, bi-directional database associativity, discussion threads, and full audio and video conferencing. The collaborative Web sites we develop use open architectures, comply with open standards, and are compatible with all popular Web browsers. Our collaborative Web sites are scalable and modular, and can be tailored to meet specific individual requirements.

- **Database Development**

Our analysts create and establish platforms for information collection, organization, and reporting, using a database system that enables quick identification and retrieval of management documentation as well as design and development, configuration item, logistics, training and other system and support documentation. We prepare user interfaces to the selected RDBMS for context-based data access, and develop ad hoc query capabilities, forms for viewing and modifying individual records, and report generators to support reporting needs.

- **Risk Assessment Tools**

AMERICAN SYSTEMS has developed a series of tools that facilitate the collection and analysis of information describing the various processes used to manage, engineer, ensure, and report the status of particular program environments. Each of these tools has an embedded questionnaire and criteria against which the results are evaluated. These tools include:

- Government Program Office Assessment Tool
- Contractor's Basic Process Assessment Tool
- Continuity of Operations Assessment Recovery Determination Assessments
- Best Practices Application Assessment Tool
- Developer's Capability and Risk Tool
- Continuity of Operations Assessment Recovery Determination
- Enterprise Risk Identification
- Project Risk Identification
- Risk Treeing

- **System Hardware Procurement, Assembly and Production**

We procure, receive and inspect, inventory, stage and assemble system and network hardware components in our integration facility in accordance with established and documented manufacturing processes. We also provide these services on-site at government facilities.

- **Integrated Cabinet Production**

We have an ISO 9002 registered process with controlling metrics that define all steps required to prototype, design, integrate, and test cabinets used throughout the telecommunications industry. Each step has a clearly defined set of quality control requirements that must be met in real time during process execution before the next step can be started. The process extends beyond the production sequence, providing for a completely documented RMA procedure. Our corporation produces fully integrated network systems in our high volume production and integration facility, packages them in telco racks or encloses them in cabinets, and ships them worldwide.

- **Asset Management**

We have an integrated bar code/inventory control system that provides the means of tracking all purchased material, its application within the cabinet assembly process, and the documentation by model and serial number of how the finished product is shipped to the field. It provides for a complete identification down to four levels, including component locations, serial numbers, cards, and card connectors. The detail of this process, which can be used for evaluating depreciation of material, is the foundation for asset management of all fielded products.

- **Inventory/Property Management and Control**

We provide services for inventory and property management and control, including evaluating, monitoring, administering or coordinating, and implementing industrial management or inventory control programs.

- **Off-The-Shelf Software Selection and Procurement**

Our software engineers conduct market surveys and trade-off assessments and then select and procure Commercial Off-The-Shelf (COTS) and Government Off-The-Shelf (GOTS) software packages to meet system design and development requirements.

- **Applications Programming**

Our software engineers and programmers modify off-the-shelf software and develop custom software for the user's Application Software Entity. This capability includes:

- Development of mission-area applications;
- Development of Technical Architecture Framework for Information Management (TAFIM) Technical Reference Model (TRM) support applications for multimedia, communications, business processing, environment management, database utilities, and engineering support; custom tailoring of common support applications (e.g., e-mail, word processing);
- Application Program Interface (API) coding and Human Computer Interface (HCI) applications development;
- Printed Circuit Board device drivers, data interchange services, and document interchange services, including SGML and HTML;
- Unique remote procedure calls, distributed object computing applications, and web-enabled applets;
- Translation and recompiling of various programming languages; and
- Internal documentation of applications programs, commenting, and implementation of coding standards.

- **Site Preparation**

We perform the full spectrum of site preparation services as required, including expanding or modifying real property to support system installation, ensuring proper environmental controls are in place and electrical requirements are in order, and performing special services such as trenching, installing or repairing duct systems, and removing hazardous materials such as asbestos. Before initiating system implementation, we conduct all required construction activities, including installation of support hardware such as cable racks and D-rings, core drilling and installation of backboards and conduit, and rack installation and mounting of equipment and components.

- **Hardware Installation and Configuration**

Our engineers and technicians will install and configure all system electronic hardware, network equipment, computers, and peripherals, including hubs, concentrators, bridges, routers, etc.; PCs/workstations and servers; scanners, printers, and plotters; uninterruptible power supplies; and tape backup units.

- **Software Installation and Configuration**

Our software engineers will install and configure all system, subsystem, and network operating software, workstation and server software, network applications software, network management software, and network component software, as applicable, on both workstations and servers.

- **System Integration**

Our engineers perform all aspects of logically and physically integrating system hardware and software, network components and software, and distribution system elements to meet specification and performance requirements. Required testing is performed to validate integration parameters and interfaces.

- **Test, Certification and Acceptance**

We develop test planning and management documents and test procedures and scenarios, conduct test activities and document results against established user, contract, program, specification, and functional requirements. We identify and resolve deficiencies, redundancies, and discrepancies to meet requirements.

D. Cable Plant Installation, Testing, and Certification Services

Our Design & Installation Services (DIS) Division is a national installer of local area networks with a large field force of installer technicians supported by staff designers and engineers. We provide comprehensive services and support to design, install, configure, activate, test, accept, document, operate, maintain, and sustain physical layer cabling systems and components, including copper, fiber, Air Blown Fiber, audio, video, coaxial, triaxial, and triamese. We perform national rollouts for customers requiring geographically diverse, multi-site, and simultaneous installations. We also provide worldwide flyaway support for system installations.

As a manufacturer-certified installation company, we can convey comprehensive manufacturer warranties to our customers, including 25-year and lifetime product and application assurance warranties. We are certified by major cabling manufacturers, including Avaya/Systimax, Panduit, Belden, Ortronics, Corning NORDX, Siecor, and Sumitomo.

To support the requirements of certain government agencies with stringent security requirements, approximately one-third of our engineering and cable technicians hold active special government security clearances based on full life-style polygraph investigations; another one-third hold active Secret and Top Secret clearances.

Our corporation was the first on the East Coast to be certified by Sumitomo Electric Lightwave, Inc., to install Air Blown Fiber (ABF) cable systems. This proven technology uses high-pressure nitrogen gas to propel fiber optic cable through tube conduit. As operational needs change, the fiber can be easily removed and rerouted, providing exceptional flexibility.

DIS technicians are trained and certified to install, service, and support cabling systems in asbestos environments. After being trained to recognize potential asbestos environments, they conduct appropriate testing to verify the presence of asbestos and take appropriate corrective and protective measures.

The range of services we provide includes:

- **Site Surveys, Cable Plant Surveys, Requirements Surveys**

Nationwide, our engineers can conduct comprehensive site surveys to assess the physical layout and condition of a proposed network installation. We assess facility issues such as physical structures, inter/intra-building distribution systems, and equipment locations; civil engineering considerations such as available electrical and mechanical services; and environmental and safety considerations. We also assess such implementation requirements as user points of contact, scheduling, installation restrictions, and site management factors.

- **National Services**

We have the experience and in-place capability nationwide to perform multi-site simultaneous installations of networks in response to customer activation requirements. Our Rollout Operations Center is staffed with experienced coordinators who schedule, manage, and control dispersed installation teams and their logistics support to meet customer installation and/or maintenance requirements.

- **Worldwide Support**

We have the experience and in-place capability to dispatch installation and field engineering teams to all geographic regions of the world, including hazardous areas and combat zones.

- **Cable Plant Installation - Copper and Fiber**

Our corporation specializes in quality installation of complex cable systems in a wide range of building structures and environments, including premise distribution systems, campus-wide networks, and underground/conduit and aerial trunking. We install all transmission media, including fiber optic (multi/single mode and air blown fiber), shielded and unshielded twisted pair, and baseband and broadband coaxial; as well as all components, including connecting hardware, conduit/cable trays, hubs/concentrators, and bridges/routers.

- **Cable Plant Moves/Adds/Changes (MAC)**

For our many government and commercial customers, we provide life-cycle services and support for network and cable plant systems. We provide these services either through full-time or part-time on-site staffing or on an on-call/as-needed basis. Our MAC services are tailored to individual customer requirements and include system analysis and needs assessment, system design, and cable/component de-installation, relocation, and re-installation. Our experience ranges from relocating single outlets to relocating multi-node local area networks supporting organizations dispersed throughout large buildings and campus environments.

- **PC and Network Relocation**

Our technicians are experienced in PC and network relocation and understand the technical, logistic, coordination, and economic issues associated with successful relocations. We provide pre-move testing and documentation services, de-installation services, re-installation and LAN connectivity verification, and post-move testing and documentation services.

- **Site Preparation**

We can perform the full spectrum of site preparation services, including expanding or modifying real property to support LAN system installation, ensuring that proper environmental controls are in place, ensuring that electrical requirements are in order, and performing special services such as trenching, installing or repairing duct systems, and removing hazardous materials such as asbestos.

- **Construction**

Before initiating system implementation, we conduct all required construction activities, including site surveys and installation of support hardware such as cable racks and D-rings, core drilling and installation of backboards and conduit, and rack installation and mounting of equipment and components.

- **Test and Acceptance**

We test, certify, and document 100% of the LAN components we provide and cable plant systems we install to verify proper installation, and to certify performance and compliance per manufacturer specification and warranty requirements. Prior to system integration performance certification, our installation personnel test backbone and user cables for continuity opens, shorts, and dB loss as appropriate. Cabling systems are tested to verify compliance with manufacturer and industry performance standards and objectives.

- **As-Built Documentation**

To complete the project and facilitate customer acceptance, we create original drawings and update build-to drawings using AutoCAD, update cable running lists to reflect as-built information, create test and acceptance documentation based on results, and provide this documentation to the customer for final approval. Upon final approval, we submit a complete set of as-built drawings, cable running lists in soft and hard copy format, and complete test and acceptance documentation in hard copy format to facilitate future maintenance requirements.

- **Cable Plant Certification**

Our comprehensive test and documentation procedures provide the foundation for network and cable plant certification. Our certification efforts include both Physical Configuration Audits and Physical Layer Testing to verify total compliance with installation criteria and manufacturer specifications. In addition to the cable plant and network components, we inspect grounding and shielding connections, outlets, and other physical attributes of the system's installation to verify that all physical components are correctly installed and labeled.

- **Shipboard Installations**

We are experienced in engineering, installing, certifying and documenting telecommunication networks, including cable plant and components for Navy ships. We have planned these installation efforts, including forward provisioning of material and staffing resources, while vessels were at sea, enabling us to prepare for and meet stringent installation time envelopes while vessels were in port.

E. Information Technology and System Support Services

Our company provides comprehensive services and support to operate, maintain, manage, and sustain information technology based systems and equipment, including electronic data processing and information distribution systems; command and control systems; communication, C4ISR systems; biometric and medical systems; and simulation trainer systems.

The range of services we offer includes:

- **System/Network Administration**

Our company provides a full range of system administration services, including network operation, analysis, and recovery; routine network software and hardware replacement; performance monitoring to include system availability analysis; network database backup and restoration; audit trail and ID/password administration; and first echelon maintenance, including updating user profiles and network databases, cleaning magnetic tape drives, performing physical inventories, and initiating power-off procedures for system protection during emergency situations.

- **Network Administration Tools**

We provide, install, configure, operate, and maintain a wide variety of network monitoring and administration tools. We tailor our support to meet customer requirements and we have direct access to both Macintosh and Microsoft Windows based "visual network information management" systems. Based on customer requirements, these systems could include:

- Links to maps and/or AutoCAD drawings depicting floor plans, wiring closet layouts, rack elevations/configurations, outlet configurations, user equipment layouts, etc.
- Maintenance databases, including device serial number, warranty status, configuration, and maintenance history.
- Device databases that provide user information (name, address, phone number, department, etc.), device configuration (circuit cards, software versions, connectivity), device manufacturer/model identification, etc.
- Equipment and network alarm generation, recording, processing, and fault isolation capability.
- Network security status.
- Traffic and network utilization data, including billing and accounting capability.
- Cable plant utilization, capacity, and availability.
- Recurring and special report generation capability.

- **Physical, Network, Administrative Security Services Capability**

More than half of our engineering and technical staff hold active government security clearances. We have a large work force that is highly cleared with full life-style polygraph background investigations. We understand and our staff members have experience in secure environments. We provide tailored physical security, network security, and administrative security services and support to meet customers' unique requirements.

- **Network Management**

We operate a 24-hour Network Operations Center (NOC) to provide a full range of remote network management and performance monitoring services, including network fault management, security management, configuration control, and communications to maintain superior network availability. The services we provide also include system status monitoring and reporting of network management information to authorized personnel.

Help Desk Services. In conjunction with our Network Operations Center, we operate our own help desk to provide customer service and support. We also can provide computer and manpower resources needed to operate help desks either in or in support of customer facilities. We also offer a Help Desk Certified Call Center/Knowledge Center capability with certified Call Center Directors, Call Center Managers, and Call Center Professionals who facilitate responsive support by providing the services needed to handle a complete variety of inquiry responses and information dissemination. We provide the necessary services, facilities and qualified personnel to develop and implement a program to meet our customers' requirements, including the systems necessary to screen, track, monitor, and respond to their customers' needs.

- **Training Support**

We provide and conduct train-the-trainer, management/supervisor, and user training in the theory, operation, maintenance, or administration and management of IT-based systems. After producing a training and lesson plan for customer approval, we provide technical instructors, trainee guides, and all other training materials, such as textbooks, workbooks, manuals, test materials, and other documentation, as necessary.

- **Training Services**

Our training analysts are experienced in utilizing the latest IT methodologies to analyze the requirements for and to develop interactive courseware (ICW), computer-based training (CBT) tools, on-line learning and Web-based training tools, multimedia products, and simulation devices. Our services also include providing qualified IT professionals to conduct the day-to-day operation/management of distance learning facilities/classrooms. Integrated Logistics Support. Our logistics analysts provide services in spare parts analysis, provisioning and supply support, logistic support analysis (LSA), interactive technical manuals (IETM), ILS planning and program implementation, training planning and program implementation, support and test equipment analysis, inventory control and property management, shipping and handling coordination, and support facilities requirements.

- **Disaster Recovery**

Our Disaster Recovery and Continuity of Operations services are designed to ensure our customers' organizations can continue operating in the event of a disaster. We help our customers conduct Risk & Hazard Analyses and provide them a comprehensive and effective process for handling incidents in accordance with their planned response structure. We offer Training so that our customers understand the what, why, and how of Disaster Planning. We offer Planning so that our customers can have in place Disaster Recovery Plans, Continuity of Operations Plans, and Contingency and Crisis Management Plans, among other services. We offer Consulting Services to assist our customers in the assessment of disaster recovery needs, identification of requirements, planning the process, and assessing the risk and process effectiveness. We also offer Certification & Recertification to certify organizations have met minimum levels of Disaster Recovery Planning & Implementation Maturity; and we offer Threat Reviews, Computer Resource Asset Management, and Computer Resource Asset Recovery.

- **Disaster Training**

We are a recognized industry leader in Risk Management Training, Assessments, Tools, and Customer Support. The Disaster Recovery training we offer includes a series of courses to train organizations in all aspects of Disaster Planning. We offer courses at three levels: Executive Awareness, Project Implementation Requirements, and Disaster Recovery Practitioner Training. Our training focuses on how to accomplish effective disaster recovery rather than on what it is or why it is important.

- **Team Building**

We have developed and offer Team 2™, an integrated combination of training, mentoring, assessments and team rewards, to enable organizations to establish, manage, and sustain jelled teams. A jelled team is a group of people so strongly knit that the whole is greater than the sum of the parts. Team 2™ is a team-driven process improvement effort with visible rewards for those who successfully implement effective process improvement, which serves to improve the overall organization.

- **Maintenance Planning, Field Support and Depot Operations**

Our engineers and technicians are experienced in providing maintenance planning and maintenance support services for systems, networks, and electronic as well as electromechanical hardware. Our field engineers and technicians can provide system and hardware maintenance on site or on call to meet customer needs and requirements. Our services also include use of our depot maintenance capability and logistics support from our fully stocked and professionally managed warehouse and distribution network.

- **Software Maintenance**

Our software engineers provide total support, ensuring that software installed for operational use continues to perform as designed and fulfills its intended role in system operation. DoD software development and maintenance is provided in accordance with MIL-STD-498, DOD-STD-2167/2167A, DOD-STD-7935/7935A, MIL-STD-1679/1679A, Configuration Management per MIL-STD-973, and Configuration Audits per MIL-STD-1521B. Commercial software activities are conducted per ISO 12207 or ISO 9001. Specific activities include:

- Maintain "as built" software design information; document compilation/build procedures;
- Modify or document software modification procedures;
- Develop documentation of measured utilization for computer hardware resources;
- Perform software version control, source code escrow, and software configuration management;

- Develop Software Version Descriptions (SVD) to release, track and control software versions;
- Prepare executable software and source files for delivery and develop Software Product Specifications (SPS), including software support information;
- Manage documentation, cataloging, classification and reporting for software problems and process help desk requests;
- Conduct software upgrade planning and process software change reports;
- Establish, control, and maintain a Software Development Library (SDL) and Software Development Files (SDF);
- Prepare Software User Manuals (SUM) and Firmware Support Manuals (FSM);
- Develop self-diagnostic routines and on-line help functions;
- Develop Software Installation Plan (SIP), perform installation and checkout of executable software, and conduct user training;
- Perform data "housekeeping" and data backup and reprogram firmware devices;
- Develop Software Transition Plans (STrP);
- Provide change update notices and benefits/compatibility reports for proposed upgrades;
- Provide and install maintenance upgrades for discontinued vendor software;
- Provide support for new or additional hardware;
- Provide software problem corrections;
- Provide software feature enhancements.

- **Computer Center Operations Support**

Our company provides all phases of turnkey computer center operations support. These disciplines include:

- Control and distribute media;
- Manage computer resources through development and maintenance of system utilization metrics;
- Perform problem isolation and corrective maintenance, including emergency maintenance at the operational level;
- Perform routine maintenance and diagnostics through the operation of computer maintenance panels;
- Maintain a problem reporting and resolution system;
- Perform media backup and data warehousing, information security management, and virus scanning;
- Control access to, submit inputs to, and interpret output from a batch or interactive software system;
- Install software, load programs, and mount disks and tapes; configure systems;
- Resolve suspected user equipment/software design problems;
- Perform equipment upgrades, including Field Changes and ORDALTs;
- Maintain computer center configuration drawings and configuration status accounting records.

American Systems Corporation
Labor Category Descriptions
FCIS-JB-980001-B
Information Technology Equipment, Software, and Services



SIN#	POSITION	FUNCTIONAL RESPONSIBILITY	MINIMUM EDUCATION	MINIMUM EXPERIENCE
132-51 & 132-62	Junior IT Analyst	Provides technical support to other IT analysts to ensure that information systems, products, and services meet minimum organizational standards and end-user requirements. Performs IT system workflow analysis and recommends quality improvements. Analytically and systematically evaluates problems of workflows, organization, and planning, and develops appropriate corrective action. Documents and works to resolve problems. Prepares technical analysis reports and other related technical documentation. Supports more senior analysts on their projects where necessary.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires three (3) years of progressive experience in participating in related projects.
132-51 & 132-62	Mid IT Analyst	Works to ensure that information systems, products, and services meet minimum organizational standards and end-user requirements. Responsibilities may require developing new or improved techniques and procedures relating to the development, operation of systems, and procedures dealing with resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other computer related services. Reports progress on problem resolution to senior IT analysts. Devises improvements to current IT procedures and develops models of possible future configurations.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-51 & 132-62	Senior IT Analyst	Applies experience to the system development life cycle management activities of complex system deployments. Leads technical working groups. Responsible for integrating and implementing approved task and project recommendations. Establishes system development and integration methodologies and standards. Develops user requirements and ensures that business solutions are consistent with customer's strategic goals. Applies business process improvement practices to reengineer business processes, principles and methodologies. Establishes and maintains security, integrity, and business continuity controls and documentation. Reviews deliverables of junior IT Analyst staff.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires seven (7) years of progressive experience in participating in related projects.
132-51 & 132-62	Junior Technician	Performs direct technical work on network monitoring, operations, installation, and/or maintenance projects. Follows standard work methods on recurring assignments but receives instruction on unfamiliar assignments. Assembles, constructs, services, and/or repairs simple or standard technology equipment and /or applications. Able to identify problems and execute solutions in a variety of different installation environments. Supports higher level technicians in performance of related tasks, when necessary.	High School Degree	Requires one (1) year of progressive experience in participating in related projects.
132-51 & 132-62	Mid Technician	Under general supervision, monitors and responds to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques. Responsible for moderately complex tasks typically relating to network monitoring, operations, installation, and/or maintenance. May interface with contractor support service groups to ensure proper escalation during outages or period of degraded system performance. May assist with installation of terminals and associated hardware. May provide network server support. Supports higher level technicians in performance of related tasks, when necessary.	High School Degree	Requires three (3) years of progressive experience in participating in related projects.
132-51 & 132-62	Senior Technician	Monitors and responds to complex technical control facility hardware and software problems utilizing a variety of hardware and software testing tools and techniques. Responsible for complex tasks typically relating to network monitoring, operations, installation, and/or maintenance. Provides primary interface with contractor support service groups or provides internal analysis and support to ensure proper escalation during outages or periods of degraded system performance. Provides network server support. Requires extensive knowledge of PC/network communications hardware/software in a multi-protocol environment, and network management software. May function as lead job providing guidance and training for less experienced technicians.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires two (2) years of progressive experience in participating in related projects.
132-51 & 132-62	Junior Engineer	Entry level technical position that provides technical support for system architecture, system/equipment design, system integration, technical management, and direct interface with customer management personnel for the solution of emergent technology engineering and technical problems. Assists in evaluating and developing technical input to the systems engineering process. Typical products include identification of customer/user needs and objectives. Provides requirements analysis for systems missions and environments to identify functional definitions and designs for system hardware and software architecture. Provides progress measurement, assessment, and decision mechanisms required to evaluate design capabilities and document system design and decision data. Develops, maintains, and performs quality assurance reviews of engineering data, e.g., specifications, equipment technical manuals, system level manuals, and engineering drawings.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.

SIN#	POSITION	FUNCTIONAL RESPONSIBILITY	MINIMUM EDUCATION	MINIMUM EXPERIENCE
132-51 & 132-62	Mid Engineer	Mid level technical position that requires exercising independent judgment and technical discretion when providing technical support in any combination of the following areas: system architecture, system/equipment design, system integration, technical management, and direct interface with customer management personnel for the solution of emergent technology engineering and technical problems; and total quality management review of systems, hardware and computer software engineering products developed by more junior system engineers and hardware and software engineers. Evaluates and develops technical input to the systems engineering process. Typical products include identification of customer/user needs and objectives; and requirements definition, including missions, measures of effectiveness, use environments, and constraints. Performs requirements analysis for systems missions and environments to identify functional definitions and designs for system hardware and software architecture. Defines performance and design constraints. Performs functional analysis to the lower level functions required to accomplish the parent system requirement. Provides progress measurement, assessment, and decision mechanisms required to evaluate design capabilities and document system design and decision data.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires eight (8) years of progressive experience in participating in related projects.
132-51 & 132-62	Senior Engineer	Develops and delivers technology engineering management plans, monitors schedule execution, and integrates/develops recommendations for corrective and remedial action; prepares status reports reflecting engineering/technical milestones, progress, and problems; provides technical guidance and expertise to junior personnel for development/delivery of engineering designs and documentation. Defines and designs system products and process solutions in terms of design requirements that satisfy functional architecture and define and integrate the system and physical (hardware and software) architecture. Conducts interactive syntheses to: define the system elements for each logical set of functional and performance requirements; determine design completeness; refine physical and communications interfaces; and define system alternatives; develops detailed product and process solutions that enable design verification and provide the basis for specification trees, work breakdown structures, and progressive definitions of specification and configuration baselines.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires ten (10) years of progressive experience in participating in related projects.
132-51 & 132-62	Subject Matter Expert I	Serves as a junior subject matter technical expert in areas relevant to the technology project. Provides functional and/or technical knowledge and analysis of specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and/or implementation advice on complex problems which require a high level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software and hardware development with emphasis on the planning, analysis, testing, integration, documentation, training, and presentation phases. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order/program.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires eight (8) years of progressive experience in participating in related projects.
132-51 & 132-62	Subject Matter Expert II	Serves as a subject matter technical expert in areas relevant to the technology project. Produces/reviews substantive and/or complex technical documentation reflecting detailed knowledge of technical areas. Documentation subjects shall include but not be limited to: software acquisition best practices, systems design, system engineering best practices, system architecture, feasibility studies, risk assessment/management, configuration management, quality assurance, measurements/metrics, cost estimation, earned value, project planning and monitoring, implementation planning, system specifications, programming, computer system security, CASE/ICASE tool assessments, technology assessments, market surveys, and training. Interfaces with management personnel. Reports orally and in writing to internal management and customer representatives.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires ten (10) years of progressive experience in participating in related projects.
132-51 & 132-62	Subject Matter Expert III	Serves as a senior subject matter technical expert in areas relevant to the project. Demonstrated experience and ability to provide enterprise-wide technical management and direction for problem definition, analysis and requirements development and implementation for complex systems in the subject matter area. Confers with client executive management using industry expertise to define the client's strategic enterprise information technology goals, and advises in the reengineering of high level organizational processes to meet these goals. Produces/reviews substantive and/or complex technical documentation reflecting detailed knowledge of technical areas. Documentation subjects shall include but not be limited to: software acquisition best practices, systems design, system engineering best practices, system architecture, feasibility studies, risk assessment/management, configuration management, quality assurance, measurements/metrics, cost estimation, earned value, project planning and monitoring, implementation planning, system specifications, programming, computer system security, CASE/I-CASE tool assessments, technology assessments, market surveys, and training. Provides workable recommendations and advice to client executive management on emerging technology, system improvements, optimization and maintenance. Interfaces with management personnel. Reports orally and in writing to internal management and customer representatives.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires twelve (12) years of progressive experience in participating in related projects.
132-51 & 132-62	Administrative Specialist	Performs administrative duties required to support project management staff and ongoing office operations. Develops/implements office administrative procedures in accordance with organizational and project policies. Schedules and coordinates meetings and conferences. Composes correspondence that requires an understanding of technical nomenclature. Prepares required administrative reports. Trains clerical staff in the operation of computer/word processing and other office equipment. Duties require minimal Project Manager Guidance to complete an assignment.	Associates Degree	Requires six (6) years of progressive experience in participating in related projects.

SIN#	POSITION	FUNCTIONAL RESPONSIBILITY	MINIMUM EDUCATION	MINIMUM EXPERIENCE
132-51 & 132-62	Project Specialist	Provides services in the planning/monitoring of technology project budgets and schedules, the development of project control measures, the tracking of program deliverables, the development of procurement packages, the analysis of program strategies, and the preparation and review of program briefings. Must have knowledge of contract types, contract sections, funding types and sources, and contract processes. Responsible for the support of IT project management functions to include systems acquisition planning and electronic commerce. Position is required to assist project managers in developing program strategies, documents, and briefings; as well as in planning, controlling and monitoring program execution status.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-51 & 132-62	Junior Program Manager	Provides program and/ or project management support to small-to-mid size efforts with some supervision. Supervises the performance of the effort. Develops complete and aggregated definition of a Program scope/objectives. Establishes roles and responsibilities within core program team. Provides guidance to staff and has responsibility for operational decisions. Monitors all tasks and keeps the Senior Program Manager abreast of all problems. Organizes, directs, and coordinates the planning and production of all contract support activities. Tracks projects and interfaces using a life cycle methodology that spans from concept development through production implementation; develops integration testing processes. Demonstrates written and oral communication skills.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires three (3) years of progressive experience in participating in related projects.
132-51 & 132-62	Mid Program Manager	Provides program and/ or project management support to Mid-to-large size efforts. Can manage more complex programs with no supervision. Serves as focal point-of-contact with client regarding program activities; ensuring that all required resources including manpower, production standards, computer time, and facilities are available for program implementation; managing program consisting of multiple projects including project identification, design, development, and delivery. Provide technical advice to junior staff to assist with problem resolution. Identifies and mitigates risk to the program. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-51 & 132-62	Senior Program Manager	Has broad management authority over very large projects and initiatives, which potentially span multiple accounts or customers. Ensures problem resolution and customer satisfaction for individual amendments; provides supervisory, technical, and administrative direction for personnel performing on an amendment. Directs multiple work streams and oversees objective accomplishments. Manages, leads and advises employees on how to meet the objectives of the established timeline. Responsible for a project's schedule and resource management. Directs the completion of projects and applies experience in IT systems development and implementation, enterprise architecture, performance management, risk management, or other related services. Interacts with the client on project-related issues and directs communication across the project and with key stakeholders. Reports orally and in writing to internal management and customer representatives. Applies and develops highly advanced principles and concepts in managing large scale projects. Acts independently to resolve major problems. Works unusually complex problems with consultative direction rather than formal supervision.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires eight (8) years of progressive experience in participating in related projects.
132-56	Healthcare Junior IT Analyst	Provides technical support to other Healthcare IT analysts to ensure that clinical/health information systems, products, and services meet minimum organizational standards and end-user requirements. Performs clinical/health IT system workflow analysis and recommends quality improvements. Analytically and systematically evaluates problems of workflows, organization, and planning, and develops appropriate corrective action. Documents and works to resolve problems. Prepares technical analysis reports and other related technical documentation. Supports more senior analysts on their projects where necessary.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires three (3) years of progressive experience in participating in related projects.
132-56	Healthcare Mid IT Analyst	Works to ensure that clinical/health information systems, products, and services meet minimum organizational standards and end-user requirements. Responsibilities may require developing new or improved techniques and procedures relating to the development, operation of clinical/health systems, and procedures dealing with resources and facilities management, database planning and design, clinical/health systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other computer related services. Reports progress on problem resolution to Healthcare Senior IT analysts. Devises improvements to current clinical/health IT procedures and develops models of possible future configurations.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-56	Healthcare Senior IT Analyst	Applies experience to the clinical/health system development life cycle management activities of complex system deployments. Leads technical working groups. Responsible for integrating and implementing approved task and project recommendations. Establishes clinical/health system development and integration methodologies and standards. Develops user requirements and ensures that business solutions are consistent with customer's strategic goals. Applies business process improvement practices to reengineer business processes, principles and methodologies. Establishes and maintains security, integrity, and business continuity controls and documentation. Reviews deliverables of Healthcare junior IT Analyst staff.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires seven (7) years of progressive experience in participating in related projects.

SIN#	POSITION	FUNCTIONAL RESPONSIBILITY	MINIMUM EDUCATION	MINIMUM EXPERIENCE
132-56	Healthcare Junior Technician	Performs direct technical work on clinical/health network monitoring, operations, installation, and/or maintenance projects. Follows standard work methods on recurring assignments but receives instruction on unfamiliar assignments. Assembles, constructs, services, and/or repairs simple or standard clinical/health technology equipment and /or applications. Able to identify problems and execute solutions in a variety of different installation environments. Supports higher level technicians in performance of related tasks, when necessary.	High School Degree	Requires one (1) year of progressive experience in participating in related projects.
132-56	Healthcare Mid Technician	Under general supervision, monitors and responds to technical control facility clinical/health hardware and software problems utilizing hardware and software testing tools and techniques. Responsible for moderately complex tasks typically relating to network monitoring, operations, installation, and/or maintenance. May interface with contractor support service groups to ensure proper escalation during outages or period of degraded clinical/health system performance. May assist with installation of terminals and associated hardware. May provide network server support. Supports higher level technicians in performance of related tasks, when necessary.	High School Degree	Requires three (3) years of progressive experience in participating in related projects.
132-56	Healthcare Senior Technician	Monitors and responds to complex technical control facility clinical/health hardware and software problems utilizing a variety of hardware and software testing tools and techniques. Responsible for complex tasks typically relating to network monitoring, operations, installation, and/or maintenance. Provides primary interface with contractor support service groups or provides internal analysis and support to ensure proper escalation during outages or periods of degraded clinical/health system performance. Provides network server support. Requires extensive knowledge of PC/network communications hardware/software in a multi-protocol environment, and network management software. May function as lead job providing guidance and training for less experienced Healthcare technicians.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires two (2) years of progressive experience in participating in related projects.
132-56	Healthcare Junior Engineer	Entry level technical position that provides technical support for system architecture, system/equipment design, system integration, technical management, and direct interface with customer management personnel for the solution of emergent clinical/health technology engineering and technical problems. Assists in evaluating and developing technical input to the clinical/health systems engineering process. Typical products include identification of customer/user needs and objectives. Provides requirements analysis for clinical/health systems missions and environments to identify functional definitions and designs for clinical/health system hardware and software architecture. Provides progress measurement, assessment, and decision mechanisms required to evaluate design capabilities and document clinical/health system design and decision data. Develops, maintains, and performs quality assurance reviews of engineering data, e.g., specifications, equipment technical manuals, system level manuals, and engineering drawings.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-56	Healthcare Mid Engineer	Mid level technical position that requires exercising independent judgment and technical discretion when providing technical support in any combination of the following areas: system architecture, system/equipment design, system integration, technical management, and direct interface with customer management personnel for the solution of emergent clinical/health technology engineering and technical problems; and total quality management review of clinical/health systems, hardware and computer software engineering products developed by more junior system engineers and hardware and software engineers. Evaluates and develops technical input to the clinical/health systems engineering process. Typical products include identification of customer/user needs and objectives; and requirements definition, including missions, measures of effectiveness, use environments, and constraints. Performs requirements analysis for systems missions and environments to identify functional definitions and designs for clinical/health system hardware and software architecture. Defines performance and design constraints. Performs functional analysis to the lower level functions required to accomplish the parent system requirement. Provides progress measurement, assessment, and decision mechanisms required to evaluate design capabilities and document system design and decision data.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires eight (8) years of progressive experience in participating in related projects.
132-56	Healthcare Senior Engineer	Develops and delivers clinical/health technology engineering management plans, monitors schedule execution, and integrates/develops recommendations for corrective and remedial action; prepares status reports reflecting engineering/technical milestones, progress, and problems; provides technical guidance and expertise to junior personnel for development/delivery of engineering designs and documentation. Defines and designs clinical/health system products and process solutions in terms of design requirements that satisfy functional architecture and define and integrate the system and physical (hardware and software) architecture. Conducts interactive syntheses to: define the system elements for each logical set of functional and performance requirements; determine design completeness; refine physical and communications interfaces; and define system alternatives; develops detailed product and process solutions that enable design verification and provide the basis for specification trees, work breakdown structures, and progressive definitions of specification and configuration baselines.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires ten (10) years of progressive experience in participating in related projects.

SIN#	POSITION	FUNCTIONAL RESPONSIBILITY	MINIMUM EDUCATION	MINIMUM EXPERIENCE
132-56	Healthcare Subject Matter Expert I	Serves as a junior subject matter technical expert in areas relevant to the clinical/health technology project. Provides functional and/or technical knowledge and analysis of specialized clinical/health applications and operational environment, high-level functional clinical/health systems analysis, design, integration, documentation, training, and/or implementation advice on complex problems which require a high level knowledge of the subject matter for effective implementation. Participates as needed in all phases of clinical/health software and hardware development with emphasis on the planning, analysis, testing, integration, documentation, training, and presentation phases. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order/program.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires eight (8) years of progressive experience in participating in related projects.
132-56	Healthcare Subject Matter Expert II	Serves as a subject matter technical expert in areas relevant to the clinical/health technology project. Produces/reviews substantive and/or complex technical documentation reflecting detailed knowledge of technical areas. Documentation subjects shall include but not be limited to: software acquisition best practices, systems design, system engineering best practices, system architecture, feasibility studies, risk assessment/management, configuration management, quality assurance, measurements/metrics, cost estimation, earned value, project planning and monitoring, implementation planning, system specifications, programming, computer system security, CASE/ICASE tool assessments, technology assessments, market surveys, and training. Interfaces with management personnel. Reports orally and in writing to internal management and customer representatives.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires ten (10) years of progressive experience in participating in related projects.
132-56	Healthcare Subject Matter Expert III	Serves as a senior subject matter technical expert in areas relevant to the clinical/health project. Demonstrated experience and ability to provide enterprise-wide technical management and direction for problem definition, analysis and requirements development and implementation for complex clinical/health systems in the subject matter area. Confers with client executive management using industry expertise to define the client's strategic enterprise clinical/health information technology goals, and advises in the reengineering of high level organizational processes to meet these goals. Produces/reviews substantive and/or complex technical documentation reflecting detailed knowledge of technical areas. Documentation subjects shall include but not be limited to: software acquisition best practices, systems design, system engineering best practices, system architecture, feasibility studies, risk assessment/management, configuration management, quality assurance, measurements/metrics, cost estimation, earned value, project planning and monitoring, implementation planning, system specifications, programming, computer system security, CASE/I-CASE tool assessments, technology assessments, market surveys, and training. Provides workable recommendations and advice to client executive management on emerging clinical/health technology, system improvements, optimization and maintenance. Interfaces with management personnel. Reports orally and in writing to internal management and customer representatives.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires twelve (12) years of progressive experience in participating in related projects.
132-56	Healthcare Administrative Specialist	Performs administrative duties required to support clinical/health project management staff and ongoing office operations. Develops/implements office administrative procedures in accordance with organizational and project policies. Schedules and coordinates meetings and conferences. Composes correspondence that requires an understanding of technical nomenclature. Prepares required administrative reports. Trains clinical/health clerical staff in the operation of computer/word processing and other office equipment. Duties require minimal Project Manager Guidance to complete an assignment.	Associates Degree	Requires six (6) years of progressive experience in participating in related projects.
132-56	Healthcare Project Specialist	Provides services in the planning/monitoring of clinical/health technology project budgets and schedules, the development of project control measures, the tracking of program deliverables, the development of procurement packages, the analysis of program strategies, and the preparation and review of program briefings. Must have knowledge of contract types, contract sections, funding types and sources, and contract processes. Responsible for the support of Health IT project management functions to include systems acquisition planning and electronic commerce. Position is required to assist Healthcare project managers in developing program strategies, documents, and briefings; as well as in planning, controlling and monitoring program execution status.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-56	Healthcare Junior Program Manager	Provides program and/ or project management support to small-to-mid size efforts with some supervision. Supervises the performance of the effort. Develops complete and aggregated definition of a Health IT Program scope/objectives. Establishes roles and responsibilities within core program team. Provides guidance to staff and has responsibility for operational decisions. Monitors all tasks and keeps the Healthcare Senior Program Manager abreast of all problems. Organizes, directs, and coordinates the planning and production of all contract support activities. Tracks projects and interfaces using a life cycle methodology that spans from concept development through production implementation; develops integration testing processes. Demonstrates written and oral communication skills.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires three (3) years of progressive experience in participating in related projects.

SIN#	POSITION	FUNCTIONAL RESPONSIBILITY	MINIMUM EDUCATION	MINIMUM EXPERIENCE
132-56	Healthcare Mid Program Manager	Provides program and/ or project management support to Mid-to-large size efforts. Can manage more complex programs with no supervision. Serves as focal point-of-contact with client regarding Health IT program activities; ensuring that all required resources including manpower, production standards, computer time, and facilities are available for program implementation; managing program consisting of multiple projects including project identification, design, development, and delivery. Provide technical advice to junior staff to assist with problem resolution. Identifies and mitigates risk to the program. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires five (5) years of progressive experience in participating in related projects.
132-56	Healthcare Senior Program Manager	Has broad management authority over very large clinical/health IT projects and initiatives, which potentially span multiple accounts or customers. Ensures problem resolution and customer satisfaction for individual amendments; provides supervisory, technical, and administrative direction for personnel performing on an amendment. Directs multiple work streams and oversees objective clinical/health IT accomplishments. Manages, leads and advises employees on how to meet the objectives of the established timeline. Responsible for a project's schedule and resource management. Directs the completion of projects and applies experience in clinical/health IT systems development and implementation, enterprise architecture, performance management, risk management, or other related services. Interacts with the client on project-related issues and directs communication across the clinical/health IT project and with key stakeholders. Reports orally and in writing to internal management and customer representatives. Applies and develops highly advanced principles and concepts in managing large scale projects. Acts independently to resolve major problems. Works unusually complex problems with consultative direction rather than formal supervision.	A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Social Science, or other related analytical, scientific, or technical disciplines.	Requires eight (8) years of progressive experience in participating in related projects.

Educational Equivalency applicable to all labor categories:

Degree	Related Experience Substitution
Associate's	2 Years
Bachelor's	5 Years
Master's	Bachelor's + 2 years
PhD	Masters + 3 years



			<i>Base Term</i>				
SIN	GSA SERVICE PROPOSED (e.g. Labor Category/Task)	UNIT OF ISSUE (e.g. Hour, Task, or Sq ft)	Proposed GSA Rate w/ IFF Year 1	GSA Rate w/ IFF Year 2	GSA Rate w/ IFF Year 3	GSA Rate w/ IFF Year 4	GSA Rate w/ IFF Year 5
132-51 & 132-62	Junior IT Analyst	Hourly	\$57.31	\$58.46	\$59.63	\$60.82	\$62.03
132-56	Healthcare Junior IT Analyst						
132-51 & 132-62	Mid IT Analyst	Hourly	\$63.88	\$65.16	\$66.46	\$67.79	\$69.15
132-56	Healthcare Mid IT Analyst						
132-51 & 132-62	Senior IT Analyst	Hourly	\$93.27	\$95.14	\$97.04	\$98.98	\$100.96
132-56	Healthcare Senior IT Analyst						
132-51 & 132-62	Junior Technician	Hourly	\$48.33	\$49.30	\$50.28	\$51.29	\$52.31
132-56	Healthcare Junior Technician						
132-51 & 132-62	Mid Technician	Hourly	\$65.58	\$66.89	\$68.23	\$69.59	\$70.99
132-56	Healthcare Mid Technician						
132-51 & 132-62	Senior Technician	Hourly	\$84.33	\$86.02	\$87.74	\$89.49	\$91.28
132-56	Healthcare Senior Technician						
132-51 & 132-62	Junior Engineer	Hourly	\$76.94	\$78.48	\$80.05	\$81.65	\$83.28
132-56	Healthcare Junior Engineer						
132-51 & 132-62	Mid Engineer	Hourly	\$90.47	\$92.28	\$94.12	\$96.01	\$97.93
132-56	Healthcare Mid Engineer						
132-51 & 132-62	Senior Engineer	Hourly	\$112.64	\$114.89	\$117.19	\$119.53	\$121.93
132-56	Healthcare Senior Engineer						
132-51 & 132-62	Subject Matter Expert I	Hourly	\$82.90	\$84.56	\$86.25	\$87.97	\$89.73
132-56	Healthcare Subject Matter Expert I						
132-51 & 132-62	Subject Matter Expert II	Hourly	\$136.92	\$139.66	\$142.45	\$145.30	\$148.21
132-56	Healthcare Subject Matter Expert II						
132-51 & 132-62	Subject Matter Expert III	Hourly	\$170.92	\$174.34	\$177.83	\$181.38	\$185.01
132-56	Healthcare Subject Matter Expert III						
132-51 & 132-62	Administrative Specialist	Hourly	\$80.86	\$82.48	\$84.13	\$85.81	\$87.53
132-56	Healthcare Administrative Specialist						
132-51 & 132-62	Project Specialist	Hourly	\$94.45	\$96.34	\$98.27	\$100.23	\$102.24
132-56	Healthcare Project Specialist						
132-51 & 132-62	Junior Program Manager	Hourly	\$80.29	\$81.90	\$83.53	\$85.20	\$86.91
132-56	Healthcare Junior Program Manager						
132-51 & 132-62	Mid Program Manager	Hourly	\$112.44	\$114.69	\$116.98	\$119.32	\$121.71
132-56	Healthcare Mid Program Manager						
132-51 & 132-62	Senior Program Manager	Hourly	\$150.89	\$153.91	\$156.99	\$160.13	\$163.33
132-56	Healthcare Senior Program Manager						